

**Time: 3 Hours**

**60 Marks**

## **Instructions**

1. Q1 (20 marks) is compulsory
  2. Attempt Any Four (40 marks) out of Q2, Q3, Q4, Q5, Q6 and Q7
  3. Students have to attempt any four out of the remaining six questions and within each question; students have to attempt any two out of three sub – questions. Each sub – question would carry 05 Marks
  4. Figures to the right indicate full marks
  5. Draw neat diagrams wherever necessary
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### **Q.1 is Compulsory (20 Marks)**

- a) List down and Explain data collection methods for training needs analysis? (10 Marks)
- b) Explain in Brief Kirkpatrick's Four-Level Framework of Evaluation Criteria (10 Marks)

### **Q2) Answer any two of the following (10 Marks)**

- a) What are different outcomes used in Evaluating Training Programs (5 Marks)
- b) Explain different components of Career Motivation. (5 Marks)
- c) Distinguish Between Job Enlargement and Job Enrichment (5 Marks)

### **Q3) Answer any two of the following (10 Marks)**

- a) What are Components of Career Management Process? (5 Marks)
- b) What is Employee Role in Career Management? (5 Marks)
- c) What are different approaches to Employee Development? (5 Marks)

### **Q4) Answer any two of the following (10 Marks)**

- a) Explain Managers Role in Career Management (5 Marks)
- b) How do we compare training's monetary benefits with the cost of the training? (5 Marks)
- c) What are Characteristics of Adult Learning? (5 Marks)

**Q5) Answer any two of the following (10 Marks)**

- a) Explain Kolb learning cycle? (5 Marks)
- b) What is Social Learning Theory? (5 Marks)
- c) What is the Purpose of Performance Appraisal System? (5 Marks)

**Q6) Answer any two of the following (10 Marks)**

- a) What are challenges for Performance Review? (5 Marks)
- b) What are key Elements of Performance Management System? (5 Marks)
- c) Explain Goal Setting Theory (5 Marks)

**Q7) Write Short Notes on any Two (10 Marks)**

- a) Reinforcement Theory (5 Marks)
- b) Semantic Encoding (5 Marks)
- c) Self Efficacy (5 Marks)

**Note:**

**A Student has to separately secure minimum 50% marks in the Internal assessments and secure minimum 50% marks in the Semester End Examination in every subject to be declared as Pass.**